



**HILARY S. FRANZ**  
COMMISSIONER OF PUBLIC LANDS

## \$6.2 million GF-S

### Why Now?

“This ‘silver tsunami’ is expected to hit the agriculture and natural resource sectors especially hard over the next 10 to 15 years.” – Outdoor Industry Jobs Report, Workforce Training and Education Coordinating Board, November 2018

Efforts will focus on high-demand subsectors, which include:

- General forestry services and silviculture
- Forest health science & monitoring
- Nursery and seedling development
- Timber harvest
- Mill work
- Driving and road construction
- Urban forestry
- Forest health treatments
- Wildland fire management

### CONTACT

#### Brian Considine

Legislative Director

Cell: 360-764-0013

[brian.considine@dnr.wa.gov](mailto:brian.considine@dnr.wa.gov)

#### Olgly Diaz

Deputy Legislative Director

Cell: 360-918-3555

[olgy.diaz@dnr.wa.gov](mailto:olgy.diaz@dnr.wa.gov)

# Natural Resources Workforce Development: A Root-to-Canopy Framework

**HB 1168 directs targeted investments in Natural Resources and Forest Health education and training-to-career workforce pathways to support Washington’s long-term natural resource needs.**

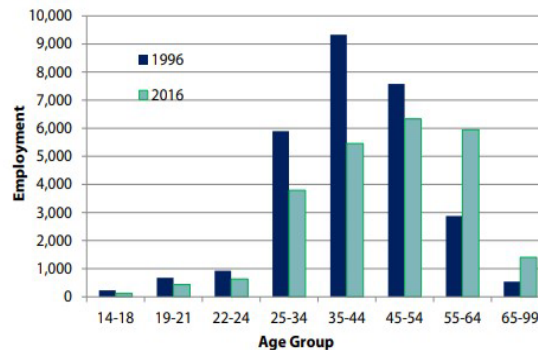
This investment will fund programs to foster economic equity through providing family-wage, high-demand career opportunities throughout Washington’s rural and urban communities while advancing climate resilience for all.

- ➔ Providing communities with multi-generational economic opportunities through family-wage careers
- ➔ Advancing climate resilience and sustainability
- ➔ Supporting a robust, safe, and secure workforce
- ➔ Fostering emotional and intellectual connection to ecological systems

## We must grow a new generation of Natural Resources Champions

Washington’s natural resource employers report an alarming shortage of workers to fill vital natural resource positions in government, private sector, and non-profit organizations. The crisis is heightened as a generation of natural resources workers nears retirement. There is a greater need than ever for a robust natural resources workforce given major environmental threats exacerbated by climate change, yet the state lacks the necessary influx of a trained, diverse workforce to take on these essential roles.

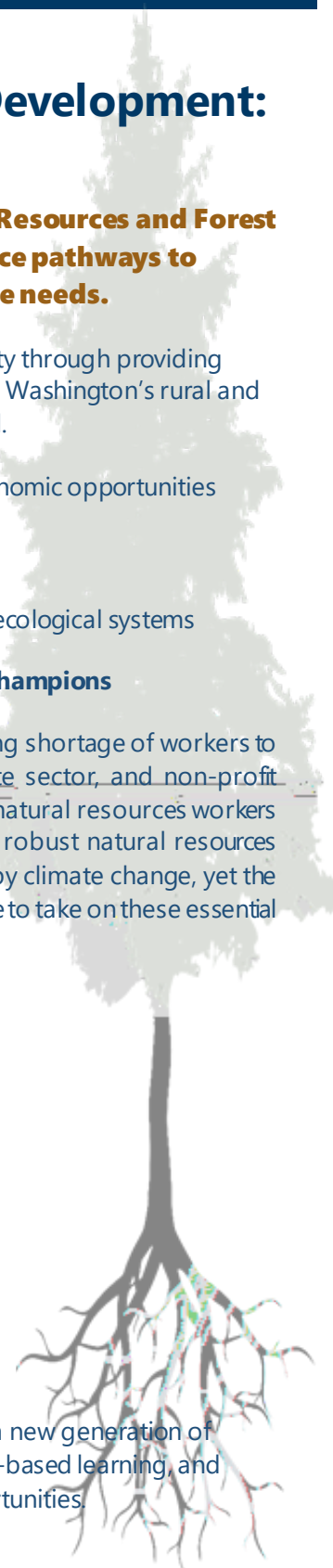
**Chart 2: Changing Age Patterns in Natural Resources Employment**  
Washington State, 2006 & 2016



Source: U.S. Census Bureau, LEHD; Chart presented by the Workforce Training and Education Coordinating Board

DNR’s *Root-to-Canopy* offers a clear path for investment in a new generation of workers through outdoor natural resources education, work-based learning, and registered apprenticeship programs leading to career opportunities.

- **K-12 Education & Career Exploration (\$860k)**
- **High School Pre-apprenticeship Training (\$835k)**
- **Climate Corps (\$300K)**
- **Post-release Career Development (\$220K)**
- **Apprenticeship and Career & Technical Training (\$1M)**
- **Tribal forestry and wildland fire management (\$800K)**





**HILARY S. FRANZ**  
COMMISSIONER OF PUBLIC LANDS

Positions of focus will include:

- Foresters
- Silviculturists
- Biologists and geologists
- Environmental planners
- Plant nursery workers
- Cartographers and geospatial information specialists
- Wildland firefighters and prescribed fire practitioners
- Engineers, mechanics, and heavy equipment operators

## CONTACT

**Brian Considine**

Legislative Director

Cell: 360-764-0013

[brian.considine@dnr.wa.gov](mailto:brian.considine@dnr.wa.gov)

**Olgy Diaz**

Deputy Legislative Director

Cell: 360-918-3555

[olgy.diaz@dnr.wa.gov](mailto:olgy.diaz@dnr.wa.gov)

### K-12 Education & Career Exploration

- Outdoor & Education Program Manager
- K12 "EnvironMentors" program and/or STEM+
- Outdoor Ed for BIPOC Youth
- Tribal Forestry & Workforce Development



### High School Pre-apprenticeship Training

- Pacific Education Institute (PEI)
  - Expansion of their Forest Management Laboratory Program
  - Expansion of their Summer Youth Engaged in Sustainable Systems Program (YESS!)
- DNR Pacific Cascades Regional Staff implementation of Forest Management Learning Labs at regional high schools

### Climate Corps

- Adding five (5) CivicSpark Fellows
- CivicSparks Fellows work on state resilience projects

### Post-Release Career Development

- Expand DNR-DOC Wildland Fire Post-release Program
- DNR NE Region has a 20-person Post-release Crew and Look to Expand Program to Other Regions

### Apprenticeship and Career & Technical Education (CTE)

- Establish an Apprenticeship & CTE Coordinator at DNR
- Expand Agriculture and Natural Resources Center of Excellence (Walla Walla CC)
- Expand WSU Extension Program for Sustainable Forest Health Practices and Management Training

### Tribal Forestry and Wildland Fire Management

- Work with Tribes to Assess Tribal Wildfire Workforce Needs
- Deliver Training to Tribes Utilizing DNR Fire Academy Programming

### Employer & Workforce Needs Assessment

- Increase Capacity for DNR's Economics Team to focus on workforce issues
- Conduct needs assessments and surveying of industry employers (Mill Survey)
- Contract for a Wood Product Life Cycle Assessment

### Workforce Public Awareness Campaign

- Statewide Public Awareness Advertising Campaign
- Utilize Matching Private Funding for Broader Campaign to Move Public Awareness

